

Below is the Eli Lilly and Company 2022 EEO-1 consolidated report, which includes data required by the U.S. Equal Employment Opportunity Commission, updated as of 12/4/2023. This EEO-1 report is a compliance survey mandated by federal statute and regulations. The survey requires company employment data to be categorized by race/ethnicity, gender and job category. Please note that the job categories differ in the way we categorize jobs and track DEI progress at Eli Lilly and Company.

Job Categories	Number of Employees (Report employees in only one category)														
	Race/Ethnicity														
	Hispanic or Latino		Not-Hispanic or Latino												Total Col A - N
	Male	Female	Male						Female						
White			Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races		
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)		
Executive/Senior Level Officials and Managers	6 4%	2 1%	64 47%	6 4%	1 1%	11 8%	1 1%	- 0%	32 23%	6 4%	- 0%	7 5%	- 0%	1 1%	137
First/Mid Level Officials and Managers (1.2)	37 3%	47 3%	555 38%	52 4%	- 0%	98 7%	1 0%	8 1%	525 36%	74 5%	- 0%	65 4%	3 0%	11 1%	1,476
Professionals (2)	284 3%	283 3%	3,590 34%	293 3%	5 0%	781 7%	12 0%	113 1%	3,616 34%	443 4%	6 0%	981 9%	10 0%	105 1%	10,522
Technicians (3)	6 2%	4 1%	149 46%	40 12%	- 0%	3 1%	- 0%	6 2%	83 26%	24 7%	- 0%	7 2%	- 0%	1 0%	323
Sales Workers (4)	117 4%	134 5%	769 27%	162 6%	1 0%	52 2%	13 0%	29 1%	1,282 45%	164 6%	5 0%	69 2%	12 0%	41 1%	2,850
Administrative Support Workers (5)	7 1%	17 4%	31 6%	14 3%	- 0%	2 0%	- 0%	1 0%	322 67%	72 15%	- 0%	8 2%	1 0%	3 1%	478
Craft Workers (6)	15 3%	1 0%	401 76%	55 10%	- 0%	5 1%	3 1%	14 3%	24 5%	10 2%	- 0%	1 0%	- 0%	2 0%	531
Operatives (7)	66 4%	41 3%	667 42%	291 18%	2 0%	29 2%	2 0%	33 2%	243 15%	180 11%	1 0%	11 1%	- 0%	18 1%	1,584
Laborers and Helpers (8)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service Workers (9)	1 14%	- 0%	3 43%	- 0%	- 0%	- 0%	- 0%	- 0%	3 43%	- 0%	- 0%	- 0%	- 0%	- 0%	7
Total Employees (10)	539 3%	529 3%	6,229 35%	913 5%	9 0%	981 5%	32 0%	204 1%	6,130 34%	973 5%	12 0%	1,149 6%	26 0%	182 1%	17,908
Previous Report Total (11)	414 3%	410 3%	5,762 36%	724 5%	8 0%	811 5%	29 0%	163 1%	5,627 35%	813 5%	14 0%	977 6%	23 0%	168 1%	15,943